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17 April 1953

MEMORANDUM FOR: The CIA Career Service Board

FROM: The Professional Selection Panel

SUBJECT: Report of Professional Selection Panel Activities

1. On 20 November 1952 the Panel received instructions from the Chairman, CIA Career Service Board, to the effect that the Panel should give priority to the formulation of criteria concerning over-all suitability to work in CIA on a career basis, to examine individual cases of applicants or trial-service employees where doubt exists about their suitability to work in CIA on a career basis, and to make recommendations to the appropriate authority for the disposition of each case examined.

2. The Panel is continuing to work on the formulation of criteria which can be used in determining the over-all suitability of an individual to work in CIA on a career basis. Those tentative criteria reported to the Career Service Board at its last meeting are being used to provide a frame-of-reference for the Panel when reviewing a case. In addition, the Panel's records of the cases handled are being analyzed in an effort to validate these criteria or to develop others that are more appropriate to the selection process.

3. As of 10 April 1953, the Panel had been requested to examine 47 individuals for suitability to work in CIA on a career basis. Of the 47 cases referred to the Panel seven were withdrawn by the presenting Office prior to Panel consideration. Of the 40 remaining cases, which were considered by the Panel, four are in suspense pending the acquisition of additional information, 18 were determined not suitable for work in CIA on a career basis, (3 of whom have been hired), and 18 were determined to be suitable for work in CIA on a career basis (3 of whom declined appointment).

4. The Assistant Director for Personnel, in accordance with the provisions of paragraph 4.c. CIA Regulation [REDACTED] has defined professional positions as follows:

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"Professional positions shall mean all staff employee positions in Grade GS-7 and above, non-clerical positions in Grade GS-5 and GS-6, and the following military personnel: officers, enlisted personnel grades 7 and 6, and lower grades in the intelligence career field."

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The distribution, by professional and non-professional, of the cases brought before the Panel is shown in the attached table. It is apparent from the distribution that approximately 50 per cent of the Panel's efforts have been required in making a determination of suitability for personnel occupying non-professional positions. The Panel requests that the instructions of the Chairman, CIA Career Service Board of 20 November 1952 be modified to allow the Panel to devote its full time and attention to the examination of only those employees entering professional positions.

/s/



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Chairman

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